

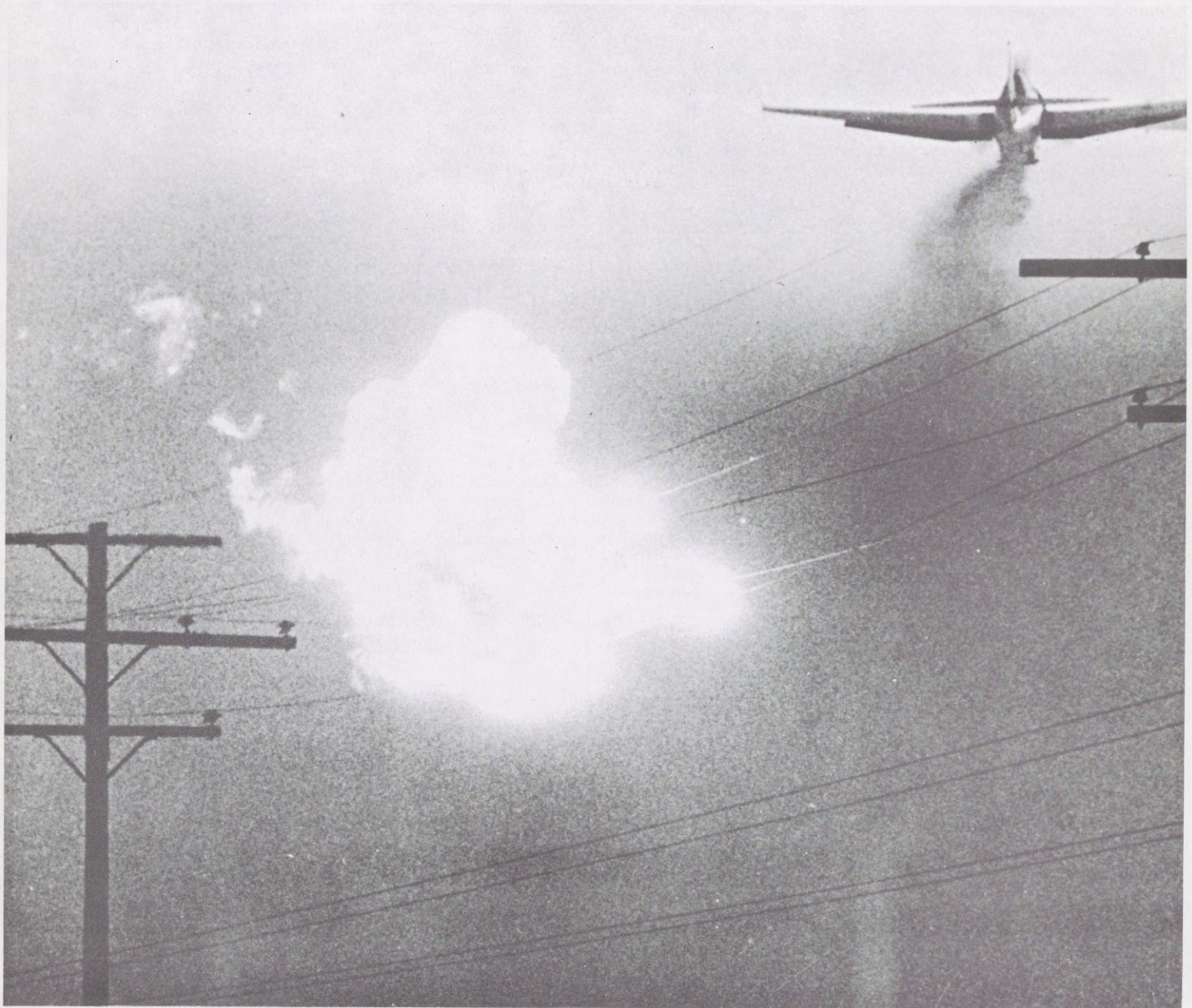
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Department of Conservation  
*Communique'*

VOLUME II, NUMBER 8

FEBRUARY 1972



Normally the Division of Forestry uses retardant drops to help suppress wildland fires, but on one recent brush fire in the San Bernardino Ranger Unit just the opposite occurred. As the Phos-Chek retardant came floating down it formed a continuous conductive layer between several electrical lines which were conducting about 60 KV. A loud explosion was heard and a

flash of flame was seen and simultaneous photographed by Ken Wesley, photographer for the Sun Telegram and Ed Hedding, CDF fire prevention officer. Fortunately, no one was close enough to get burned or electrocuted. The powerlines did burn and fuses were knocked out. The Southern California Edison Co. spent many hours making repairs.

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## Response to safety story

### Employee has a suggested reply for Hooper's question

By G. M. Perez

Division of Forestry employee

Fresno—"What's happening to us?"

"The department's safety record doesn't impress the governor."

"My (the director's) knuckles still smart from a rapping received from Gov. Reagan."

"...we have not met the goals..."

The above statements all appear in the December issue of *Communique*.

What's happening to us? I'll tell you what's happening:

Safety is an attitude. In order that an individual possess this attitude, he must be healthy in mind and body. I think that, as of this time, the body is fairly well taken care of. Our employment and retention standards will help improve this.

I cannot say this about the health of our minds. In the last couple of years many of us have been subjected to actions that produce insecurity from lack of pay increases, long hours, lack of promotional opportunities and the inability (legal) to properly bargain for the things that bring security.

We have been asked to produce at an equal or higher level with less allotted man-hours.

A safety program that is often slowed down for lack of proper funding.

Administrators that do little or nothing to help promote a safety attitude. Sure, every individual is his own safety officer, but this is a two-way street and talking about it doesn't accomplish much.

We have dedicated employees willing to do a proper job, willing to look at and analyze all situations, anticipate problems, have answers for these problems, and act swiftly to solve these problems when called upon. However, when you're up to your waist in alligators, it is difficult to remind yourself that your initial objective was to

drain the swamp.

Again, back to attitude--safety attitude, that is. It is something that occurs when everything else is "happening" right. When mind and body are healthy, safety attitude becomes practice--and practice makes perfect.

What I have said reflects the thoughts of many employees, thoughts that sometime go unsaid for one reason or another. Maybe this will give others an insight as to how to approach the problem.



### 'Always first class' association says a former staff analyst

By Jerry Newton

Stockton--A former Department of Conservation budget and systems analyst is telling friends that he always seems to be associated with top-rated fire departments.

Jack Laven, who left the department last September, now serves as assistant to the city manager in Stockton.

"For some reason, wherever I go, I am working with a first rate fire-fighting organization, be it at the city or state level," said Laven. In the latter case, the reference is naturally to the Division of Forestry. And in the former situation, Laven notes with pride that the Stockton city fire department has won a Class I rating from the National Insurance Office.

(Stockton Fire Chief Mitchell Coolures explains: "It (the rating) was achieved through planned improvements since the last insurance survey in 1965. These included the addition of one and a half new truck companies, additional manpower that allows us to run four men to an engine company, relocation of some fire stations and renovating of the city's Fire Communication Center.")

## A snow job?

By John Servis  
of the Merced Sun-Star staff

Los Banos--Marvin D. Merrill is one firefighter who just may get a reputation for getting snowed in.

So far the fire captain for the Division of Forestry station here has managed to get snowed in twice, once on duty and once off duty.

The 28-year-old captain's hobbies are flying, hunting and fishing. Fishing was responsible for his most recent "snow in." He and several other off-duty firefighters back-packed into Kibbie Lake in the Yosemite area when the snow began to fall.

After waiting a day, they figured they'd better make a run of it, or rather a slosh for it, before snow obliterated the trail. In the process the men also helped a southern California couple pack the eight miles out from the lake.

Merrill was not without his reward. He caught seven rainbow trout.

While on business, he was once snowed in for about four days near Wawona with a U. S. (Forest Service) "bug crew" working on insect control during the winter months in national forests.

He started with the State Division of Forestry as a seasonal firefighter in Mariposa County in 1961. He was promoted to fire apparatus engineer in 1963. He took time out to serve with the U. S. Army in Germany as a radio telephone operator.

He is a native of Mariposa, was graduated from Mariposa High School and attended Merced College where he studied fire science.

He was previously assigned to the Coulterville fire station before being promoted to fire captain (early in December) and reassigned to Los Banos.



### Mission accomplished

Two department employees--Froilan Plaza of Forestry and Al Zucca of Oil & Gas--were able to proclaim "mission accomplished" following a recent outing with some Sacramento area Boy Scouts at Fort Ross, on the Sonoma County coast. Zucca is left and Plaza at right with a third, non-employee helper between them.

## Fence post market report issued by forestry units

Sacramento--A joint effort by the Division of Forestry and the Nevada Division of Forestry has resulted in publication of *The Market for Fence Posts in Nevada and Eastern California*.

The senior author of this report is Brian Barrette of CDF.

The study was designed to ascertain the present and potential market for wooden fence posts and to determine if there is a large enough market to justify the quarter million dollar investment required for a pressure-treating facility in the survey area.

At present there is no market for the tremendous volume of material generated from thinning the overstocked stands on public and privately-owned forest lands. It is estimated that at least 250 posts can be generated from each acre thinned. At the current thinning rate of 5,000 acres per year in the North Cal-Neva RC&D project, 1.25 million potential posts are developed each year.

It is hoped that issuance of this report will create interest in developing the post markets in California and Nevada.



# Department's proposed budget is \$57.9 million

## Request includes four helitack crews, earthquake monitors

*Inequities are the director's top priority; see Page 6*

By Wayne E. Rodgers  
Budget & Systems Officer

Sacramento—Governor Reagan presented his 1972-73 budget to the Legislature in two parts this year. The local assistance portion was transmitted on Jan. 10 and the second part, for state operations, on Jan. 12. This novel approach was instituted by the governor in order to emphasize that some two-thirds of the annual expenditure program is allocated back to local governments while the remaining third is expended for state government operations. All of the Department of Conservation's budget falls into the state operations category.

*Total expenditures proposed for the department are \$57,910,603 and 3,652.8 personnel man-years.*

In comparison, the current year expenditure program is budgeted at \$58,256,691 and 3,661.9 man-years.

*This does not mean that the department's budget is being reduced, but simply reflects an estimated 1971-72 emergency fire suppression expenditure from the State Emergency Fund of \$1,173,815.*

Taking this into consideration, it can be seen that the budget year proposal contains an increase of \$827,727. This money has been allocated primarily to cover anticipated inflation.

Any salary increase funds will be appropriated separately and added to the department's budget on July 1, 1972.

### New items

New items proposed in the governor's budget include four additional helitack crews to meet fire attack needs in selected problem transportation areas of the state. Current plans call for a helitack station in each of the following counties: Humboldt, Lassen, Mendocino and Santa Clara. These will be in addition to two existing facilities in Fresno and Lake Counties.

The governor is also asking legislative approval to transfer approximately 580,000 fire protection acres from the jurisdiction of the U. S. Forest Service to that of the Division of Forestry. The bud-

### Salaries: Up

Governor Reagan's proposed 1972-73 budget contains some \$95.8 million for salary increases and for correcting salary inequities.

This year, the state also will increase its contribution of employee health insurance premiums from \$12 to \$16 per month per employee. In addition, the state also will continue funding for night differential, time and one-half for overtime and unemployment compensation for state employees—three fringe benefit programs enacted during the 1971-72 fiscal year.

get impact will be to transfer \$117,955 from the Contracted Protection component to the Ground Attack and Air Attack components.

Also identified in the budget are the 13 ranger I air attack officers which were approved in the 1971-72 Budget subject to further review by the Legislative Analyst who will recommend for or against their continuance in 1972-73. The department believes that there is a need to staff each Air Attack Base with a full-time air attack officer and has provided the Legislative Analyst with justification for their continuance.

### Mines and Geology

The Division of Mines and Geology has

been designated by the 1971 Legislature to establish a strong-motion instrumentation program. This \$200,000 program will acquire data statewide on the response of different types of structures, rock and soil to the ground motion of earthquakes. Designers and engineers need this basic data in order to most economically design and construct earthquake-resistant buildings.

The program will be funded by fees of seven cents per \$1,000 of cost on construction permits which will be collected by city and county governments for the Department of Conservation. Four new positions will be required to operate the program—three in the division and one in the department accounting office.

### Others the same

The Division of Resource Conservation—as it will be known shortly after the end of this month (formerly the Division of Soil Conservation)—and the Division of Oil and Gas and the Division of Executive and Management Services are budgeted to continue the same level of service as in 1971-72.

Currently in the field is a four-man team preparing Division of Forestry unit and district managers to operate the delegated Budget Management System which will go into effect July 1. The team consists of George E. Surryhne Jr., budget analyst; George Hacker, administrative assistant; Jerry W. Lux, management analyst; and Edward T. Dowling, Central Coast District headquarters business manager. Following a data-gathering phase, the team will recommend necessary system modifications to management and then conduct field training in time for the July 1 delegations.

## Elmer Osterman

### Forestry veteran succumbs after long illness

Orange--Ranger Elmer Osterman, a veteran of 37 years with CDF, died Jan. 15 following a lengthy illness.

A native of Orange County, Osterman began his forestry and fire service career in 1934 as a radio dispatcher-clerk for the Division of Forestry in Orange County. He advanced through the ranks of assistant ranger and associate ranger.

In 1951, Osterman left the county to accept a promotion to fire prevention coordinator of southern California. This assignment took him through all areas of the state and nation to further the aims of natural resources conservation and the objectives of a growing forestry fire prevention program.

Osterman returned to Orange County in 1963 when he was promoted to ranger and placed in charge of CDF operations for the county, doubling as county fire warden.

During his career, Osterman received many awards for dedication and outstanding service. The most recent was the Silver Smokey award, presented for the U. S. Forest Service by former Secretary of Agriculture Clifford M. Hardin during a ceremony in Washington.

### Orange fire academy

Santa Ana—A proposed county fire training academy will be named for Ranger Elmer Osterman, the Division of Forestry veteran who headed operations in Orange County until his year-end retirement.

Work on the proposed academy, to be located adjacent to the county industrial farm in El Toro, may begin next year if supervisors allocate funds for the project. No cost estimate has been made yet.

### A new number

Sacramento—All new telephone numbers assigned to the Sacramento State Capitol Centrex have new prefixes: 322 for the public number; 492 for the same number on ATSS.

Sacramento Centrex users will have to dial 2 to reach these new numbers. The 445 prefix will remain for existing extensions.



## Onetime CDF aide Wimmer 'personality of month'

By Randy Reddick  
in the Paso Robles Press

**Paso Robles**—Wes Wimmer, who was 76 years old in mid-January—and who once operated the first Division of Forestry fire truck in San Luis Obispo County—has been named *Personality of the Month* for January 1972 by the Paso Robles Chamber of Commerce.

Wimmer first came to the north county in 1897 when his parents, who had homesteaded in Los Osos, came to the Estrella area.

The *Personality of the Month* received most of his schooling in Santa Maria, served a hitch in the army during World War I, returned to his parents' ranch near York Mountain, worked for the Division of Forestry, got married, spent some time as a bit and spur maker and has made every Paso Robles Trail Ride since 1945.

In short, Wes Wimmer is the kind of citizen which gives continuity to a community like the north county area.

In 1931 Wimmer began operating the first pumper truck placed by the Division of Forestry in San Luis Obispo County. "I was the only man" in the area with the Forestry at the time, Wimmer says, and he fought fires "any place in the county. If we needed any help, we just picked up men around town."

While Wimmer was with the Forestry, he met his future wife, Maude Smith, whose father, Clark, was mayor of Paso Robles.

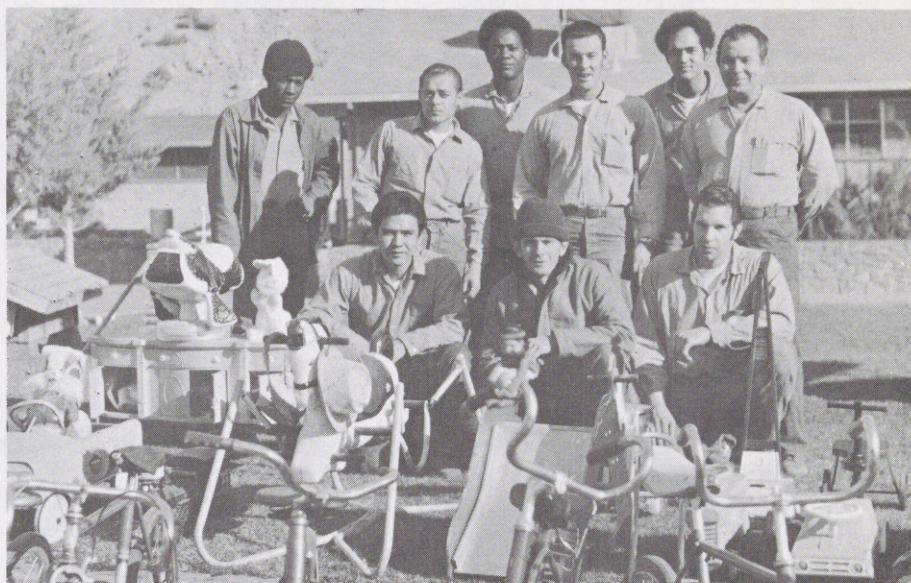
After four years of seasonal work with the Forestry, Wimmer took a job with the post office . . . the pay was 65 cents an hour.



## Retired captain dies

**Mariposa**—John R. Boyer, 68, a retired fire captain, of Mariposa, died Jan. 1 in Fresno following a heart attack. A 20-year CDF employee, John had retired about seven years ago.

## Helping out



Christmas may be over so far as the calendar is concerned, but a lot of kids who reside near the eastern shores of northern California's Clear Lake will argue the point.

Each year inmates at Konocti Conservation Camp, with Division of Forestry and Department of Corrections encouragement, work with the Kiwanis Club of Clear

Lake on a Toys for Tots program. Kiwanians collect repairable toys from several sources and deliver them to the Konocti camp, starting in October.

At Christmas, area churches assist in the delivery of the inmate-repaired items to less fortunate youngsters. Over 300 toys, bicycles and other items—as represented in the photo—were delivered.

## CDF employees honored

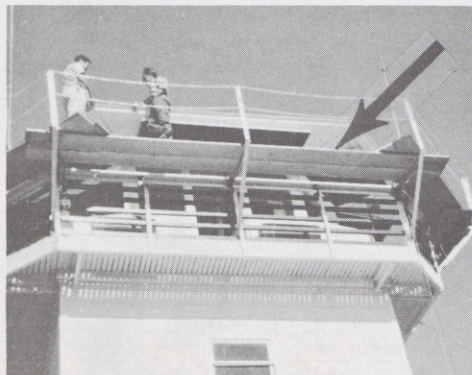
**Tulare**—Two retiring fire apparatus engineers were honored here during a recent retirement ceremony: Ab Lester and Earl Kent, who spent their entire Division of Forestry careers in Tulare County assignments.

In addition, Ranger Ray Banks and Ranger Robert Voss have received their 25-year service plaques.

## New scaffolding system provides ease, safety

By Mitch Finberg  
Headquarters Engineer

**Santa Rosa**—A scaffolding system to provide ease and safety for Forestry personnel maintaining lookout building roofs has



been developed by Perry Hershberger, district construction inspector.

By fastening permanent brackets around the perimeter of the lookout on the guard railing it now is possible to install the portable parts of the scaffolding in about six man-hours (three men-two hours) and to remove the parts, after use, in about three man-hours (three men-one hour). Cost for the complete scaffolding package—materials plus fabrication by CDF—comes to about \$140.

State Forester's Working Drawing Plan No. 647 shows construction details and has been made available to all districts.

Here we have another case of CDF field personnel resourcefulness combined with staff cooperation to achieve an item of benefit to the division by increasing efficiency and employee safety.



## Beth Stroud

The second-ranking secretary in the Department of Conservation is Beth Stroud, secretary to Deputy Director Al Hill. Mrs. Stroud, who has worked with the department for several years as personnel office secretary and later as personal secretary to Personnel Program Development Officer John Swanson, was promoted several weeks ago. She was also promoted in classification from senior stenographer status to that of secretary I.—Photo by Ray Higgins.



# The need for interim forest rules

By Jerry Newton

**Eureka**—Interim legislation is necessary if the state is to continue enforcement of California's forest practice rules, Deputy Director Al Hill told a legislative meeting here in mid-January.

Hill explained that a state appeals court decision has invalidated the rules under which the department's Division of Forestry enforces forest practice rules.

The temporary rules, Hill emphasized, should remain in effect "only until the enactment of more comprehensive legislation" which could be developed following an in-depth study of the problem.

It is important, Hill told the legislators, that even the interim legislation "meet the issue of standards raised by the court . . ."

The court case involved is *Bayside vs. San Mateo County Board of Supervisors*. The District Court of Appeals decision, filed last September and subsequently upheld by the State Supreme Court, invalidates forest practice rules, forest management plans and alternate plans adopted under California's 25-year-old Forest Practice Act, essentially because of the composition of the district forest practice committees which approved of the rules and plans. The state's authority to adopt or amend and enforce rules and plans under procedures and standards contained in the act was also voided by the court.



Al Hill

The court said its decision was issued on the basis that "it (the Forest Practice Act) unlawfully and without proper, or any standards delegates legislative power and otherwise denies due process of law to the interested and affected public."

Deputy Director Hill said Governor Ronald Reagan's administration is "deeply committed to providing the people of this state with interim protection until the Legislature has adequate time to act on a long-term solution."

And, Hill added, "We are deeply committed for both the short and long terms to a balanced program which not only recognizes the concern for the environment, but also will permit a continued healthy timber economy in our state."

"We believe that under the proper conditions, the needs of both the public and the industry can be made," Hill said in addressing a session of the Assembly Committee on Natural Resources and Conservation.

Hill noted that early in the Reagan administration, Director Jim Stearns had requested a review of the State's Forest Practice Rules. Consequently, by September 1968, the rules for the four forest practice districts were "strengthened considerably."

Governor Reagan signed legislation in 1970 broadening the public membership seats on both the Board of Forestry and the Forest Practice Committees. Timber industry-oriented membership on the committees aroused the ire of the court in the *Bayside vs. San Mateo* case.

(The counties of Marin, Napa, San Mateo and Santa Clara have been authorized by the Legislature to adopt rules and regulations stricter than those of the state; Hill said it is the administration's position that authorization should remain in effect.)

Hill also noted that additional legislation to further improve the Forest Practice Act was successfully advocated by the Department of Conservation in 1970. He said that his department had been exploring various other ideas to submit to the new session of the legislature. "We were well on our way when the decision (in the *Bayside* case) was rendered in September."

## Ranger Waddell can boast perfect safety record

By Cassius C. Hooper  
Safety Coordinator

**Camino**—Ted Waddell, currently ranger of the Amador-El Dorado Ranger Unit, has supervised employees during a three-year period—two years as head of the former Nevada-Yuba unit and one year in his new position managing Amador-El Dorado—without having one of his workers suffer a lost-time injury.

This feat is truly a remarkable accomplishment, considering the hazardous nature of Forestry's work.

If all managers in the division could achieve, or nearly achieve, this kind of record, think of what our injury would be statewide.

How does he do it? Ted claims it is by personal involvement in seeing that training, inspections, enforcement of regulations and positive attitudes regarding accident preven-



tion are maintained by line management, especially first-line supervisors.

Our congratulations to you, Ted, and your staff for your and their enthusiasm in carrying out operations effectively without serious injuries to employees.

## Training session for COD program participants held at fire academy

**Ione**—A training program for a group of about 30 disadvantaged youth who are participating in the governor's Career Opportunity Development Program was underway during January at the fire academy.

The program provides special on-the-job training to develop the young men in an attempt to further qualify them for eventual employment within the Division of Forestry.

Career Opportunities Officer L. T. (Pete) Petersen, a deputy state forester, administers the COD program for the department.

Regular fire academy instructors and members of the California Ecology Corps participated in the training program.



## Cleanup completed on Mt. Home sale

**Mt. Home**—Clean-up work on a Class III timber sale of five million board feet of mixed species was completed on Mountain Home State Forest last month.

Forest Manager Dick Schoenheide indicated the final cutting report reflected a total sale revenue of \$170,301, down about eight percent from the cruised volume.



## Organizational chart

**Sacramento**—A new organizational chart explaining the relationships of the executive staff and the divisions of the Department of Conservation has been published and distributed. Additional copies are available from the Office of Information.

## Communique'

Official monthly publication for employees of the California Department of Conservation.

James G. Stearns, Director  
A. Alan Hill, Deputy Director

\*

Gerald E. Newton  
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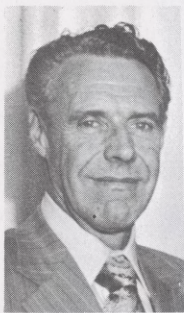
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Ray Higgins, Forestry; Mary Hill, Mines & Geology; L. Ernest Moberg, Soil Conservation; Ray Rothermel, Oil & Gas; James Walton, Management Services; Composing by Word Processing Center.





## Inequities rank as top priority

It may be that some of the material in the public press has misled our employees to believe that Governor Reagan has requested funds in the 1972-73 budget for a five percent salary increase for all state employees. *This is not correct.*

The governor has included funds sufficient for some general increases and to correct inequities.

As you all know, the Department of Conservation, like many others in the state structure, is confronted with a situation where many of our employees are paid salaries that lag substantially behind the pay received by their counterparts in other governmental entities or in the private sector. This is a fact clearly acknowledged by Gov. Reagan.

This, in presenting his budget, the governor noted that \$95.8 million is provided for salary increases and for correcting salary inequities.

At the risk of stepping on some high-paid toes, I also want it clearly understood that I am convinced our highest priority is the correction of inequities, rather than

supporting a simple across-the-board increase of five percent, or whatever, for all employees. The fact is, we do have employee classifications that should be paid considerably more; we have some that should perhaps receive some adjustment—and some where even less is warranted.

In other words, it is of greater concern to me to see a reduction in the over-20 percent lag in pay for our fire suppression personnel than to support a five percent increase for everybody. I know all of you will not agree with that concept.

I have been studying the statistics that have been developed on the inequity situation and I have met regularly with my staff, our fiscal experts and the division chiefs in an effort to arrive at a solution, within available funds, that we can recommend to the State Personnel Board.

A series of meetings has been underway in recent days aimed toward making recommendations to the SPB that will make the money made available by Gov. Reagan go as far as possible and be as fair as possible.

I believe all of you are entitled at this early stage to understand my point of view.

Somehow, when the following message arrived at my desk in a plain brown envelope, the trials and tribulations of our safety coordinator, Cash Hooper, came immediately to mind.

Eon. and eons ago, in a beautiful valley now occupied by the Skoo-

kumchuck River, there dwelled two mighty flocks of birds.

One consisted of the glossy black birds, called Crows.

The other flock was gray in plumage and was known as Norbas.

Now the Crows and the Norbas were similar in size, voice, feeding and nesting habits. In fact, about the only obvious difference between them was the coloring of their feathers.

Actually, there was one other difference that should be explained:

The Crows, following age-old instinct, always posted a sentinel, or safety look out.

The Crows believed in this safety billet, and they respected the sharp eyes and ears of the one selected to protect them from their many enemies.

Needless to say, one squawk from the safety bird set off a chain of defensive maneuvers which resulted in the prowling predator slinking away in hunger—and the flock flourished.

The Norbas posted a safety look-out too.

They had done this for years—because the Crows did—and it seemed to be the “in” thing to do. But they paid little heed to the alarms of their safety bird and usually assigned the task to one of the old timers whose eyes were dim and whose voice was less piercing.

We close this nature lecture with a well known fact: No one alive today has ever laid eyes on a Norba—and nobody ever will!

If you haven't figured out why the Norbas became extinct, we've both been wasting our time—haven't we?

For details on department's budget and governor's comment, see Page 3

JIM STEARNS, DIRECTOR



Before you meet the director of the department, there's something I should tell you.

## Pay raise for Corps

By Timothy White

**Sacramento**—Members of the California Ecology Corps will be encouraged to learn they will soon receive a much needed increase in pay. Effective July 1, corpsmen will be paid at a new rate of 60 cents per hour and will earn a minimum of \$100 for an average work month.

Volunteers serving in the state's new environmental protection force have been receiving only \$40 a month plus room and board since the program was launched last summer by Gov. Reagan. Both corpsmen and program officials have long recognized that this subsistence was inadequate. As Corps Administrator Joe Griggs once observed, “The pay is only enough for cigarettes—if you're a light smoker.”

Funds for the pay increase will be provided by an increase in the man-day charge the Department of Conservation assesses other governmental agencies which contract for the services corpsmen.

Director Jim Stearns announced the pay adjustment for corpsmen will also include an increase, effective Feb. 1, to \$2.80 per hour for emergency overtime on fire suppression work and other emergency work. Under the increased rate, corpsmen could earn in less than 15 hours of overtime more than they are currently receiving monthly.